



MEMORANDUM / NOTE DE SERVICE

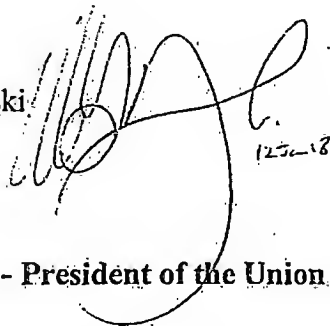
Security classification / Classification de sécurité <b>UNCLASSIFIED</b> (Very Limited Distribution)
Originator / Auteur <b>Sharon McCormick</b>
Our file / Notre référence <b>2018FIN467424</b>
Your file / Votre référence
Date <b>JAN 12 2018</b>

TO / À : **Paul Rochon**

Memo to Deputy Minister -  
(Very Limited distribution)

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Assoc. DM & G7 Deputy ..... 1

FROM / DE : **Edward Poznanski**



125-18

SUBJECT / OBJET : **Meet and Greet - President of the Union of National Employees**

**For information. To be read before your meeting on January 18, 2018 with Mr. Kevin King**

### Background

Janelle Wright, Director General, Human Resources and Security and Sharon McCormick, Manager, Labour Relations met with Kevin King, President, Union of National Employees (UNE), Public Service Alliance of Canada (PSAC) along with Denis McCarthy on November 6, 2017 as an initial introduction to the Department of Finance.

### Mr. King's Biographical Information

- Elected as Regional Vice-President, UNE for Alberta, Northwest Territories and Nunavut in 2011 ( [REDACTED] )
- Elected as National Executive Vice President, UNE PSAC August 2014
- Elected National President, UNE on Aug. 20, 2017 [REDACTED]
- Member of PSAC Negotiating teams with Parks Canada Agency since 2007
- Formerly in the Compensation field with Parks Canada

### Summary of discussion

Mr. King shared his philosophy to resolve issues at the lowest level possible on both sides (i.e. use local representatives and departmental Labour Relations) and pursue informal and collaborative processes versus formal grievances. Janelle and Sharon echoed that this is our preferred approach and what we strive towards as much as possible.


Mr. King shared his view on why Pay Transformation has encountered so many issues. In his opinion the following factors have contributed significantly to the current challenges:

- a tenfold reduction in Compensation capacity;
- the loss of Compensation expertise in terms of years of experience;
- a failure to maximize the use of the available modules in PeopleSoft to facilitate the relay of information between the Human Resources and Pay systems; and
- the remaining heavy data entry burden still required by the current procedures and system in place.

Mr. King indicated there is a desire from the union perspective to greatly increase the resource allocation for Compensation in the Public Service. He supports our departmental efforts in this regard with respect to hiring experienced Compensation and Liaison Office staff.

Mr. King has agreed to be the interim Co-Chair for our next Labour Management Consultation Committee. He wishes to have agenda items numbered and he said it works best when specific time is devoted to each item. This aligns well with how we currently structure our meetings.

The UNE is looking to expand the local representation within the Department of Finance and the Treasury Board Secretariat. Currently, Nancy MacInnis, Administrative Assistant, Economic Development and Corporate Finance Branch [REDACTED] as a union member and has been named the Secretary for Local 70181 since 1997. This is Local is not currently active at the Department of Finance or Treasury Board Secretariat.

 <b>Department of Finance Canada</b> <b>Ministère des Finances Canada</b>	
For Signature by / Information of À signer par / Pour l'information de	
<b>Deputy Minister</b>	
Prepared by (name/initials/division) Préparé par (nom/initiales/division) : <b>Sharon McCormick</b> <i>SM</i>	
In consultation with (name/initials/branch(es)/division(s)) En consultation avec (nom/initiales/direction(s)/division(s))	
Approved by / Approuvé par	
Director Directrice / Directeur	<b>Anna DiMeglio</b> <i>AD</i>
Director General Directrice générale / Directeur général	<b>Janelle Wright</b>
Associate Assistant Deputy Minister Sous-ministre adjoint Délégué	
Assistant Deputy Minister Sous-ministre adjoint	<b>Edward Poznan</b> <i>EP</i> 12 Jan 18
Associate Deputy Minister & G7 Deputy for Canada Sous-ministre délégué et représentant du Canada au G7	<b>Rob Stewart</b>
Associate Deputy Minister Sous-ministre déléguée	
Deputy Minister Sous-ministre	<b>Paul Rochon</b>
Remarks Remarques:	
<b>SUBJECT / OBJET:</b> Meet and Greet – President of the Union of National Employees	
File no. No de dossier <b>2018FIN467424</b>	Date Jan. 12, 2018

<b>Associate Deputy Minister &amp; G7 Deputy for Canada Sous-ministre délégué et représentant ( Sign on behalf of DM ) du Canada au G7 ( Signer au nom du SM )</b>	<input type="checkbox"/>
<b>Associate Deputy Minister Sous-ministre déléguée ( Sign on behalf of DM ) ( Signer au nom du SM )</b>	<input type="checkbox"/>
<b>Assistant Deputy Minister Sous-ministre adjoint(e) ( Sign on behalf of DM ) ( Signer au nom du SM )</b>	<input type="checkbox"/>